

EXHIBIT 15

REDACTED VERSION SELIN DECLARATION IN SUPPORT OF GOOGLE'S MOTION FOR SUMMARY JUDGMENT

Hiring GBS

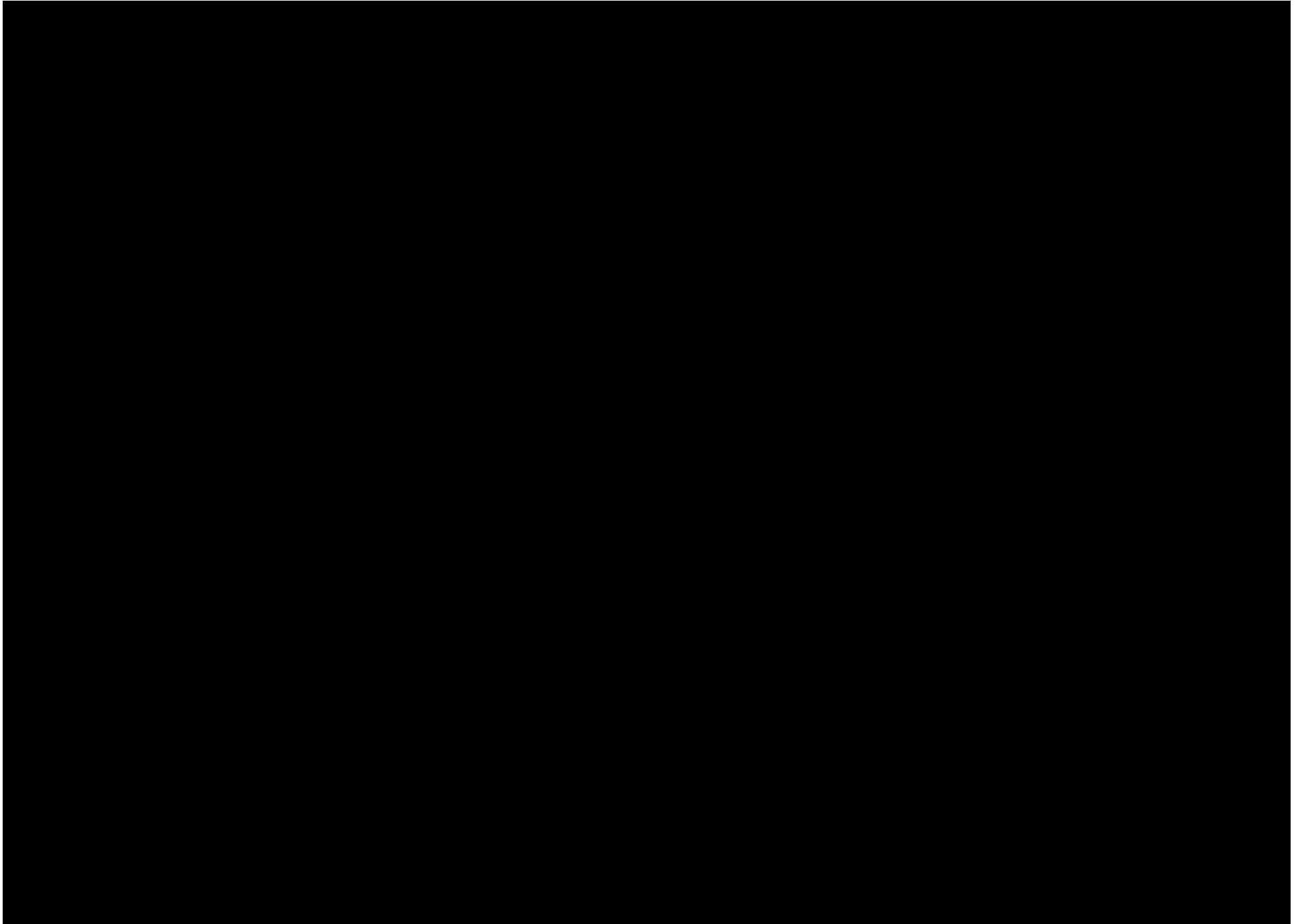
April 20, 2005

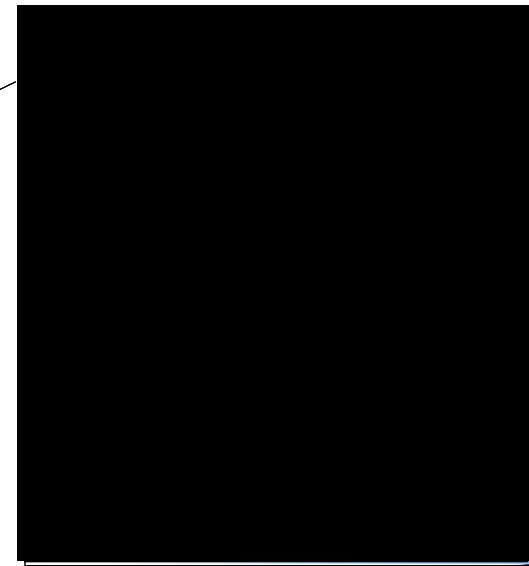
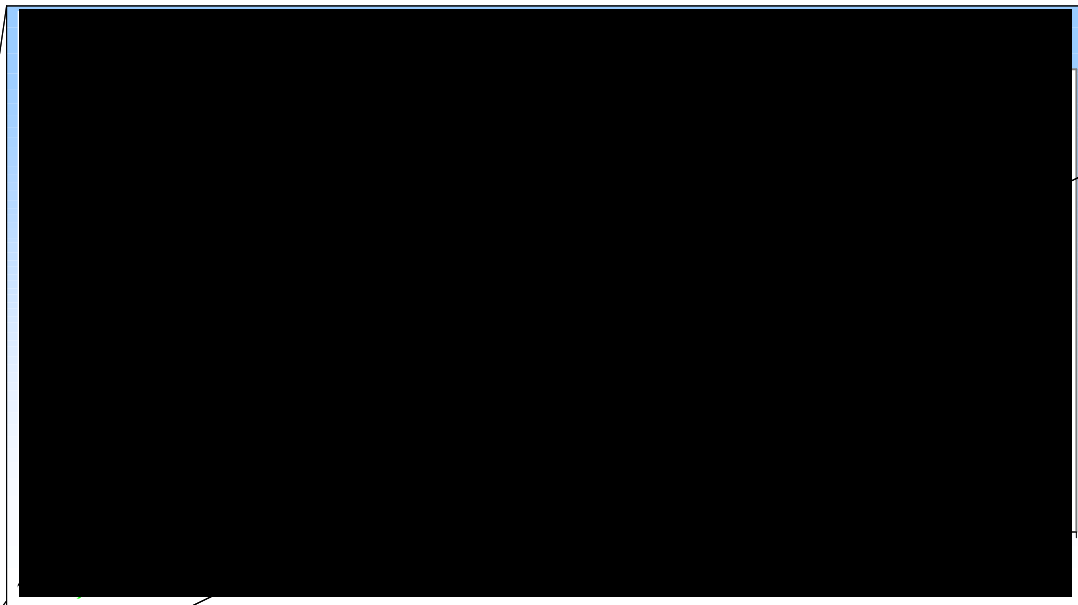
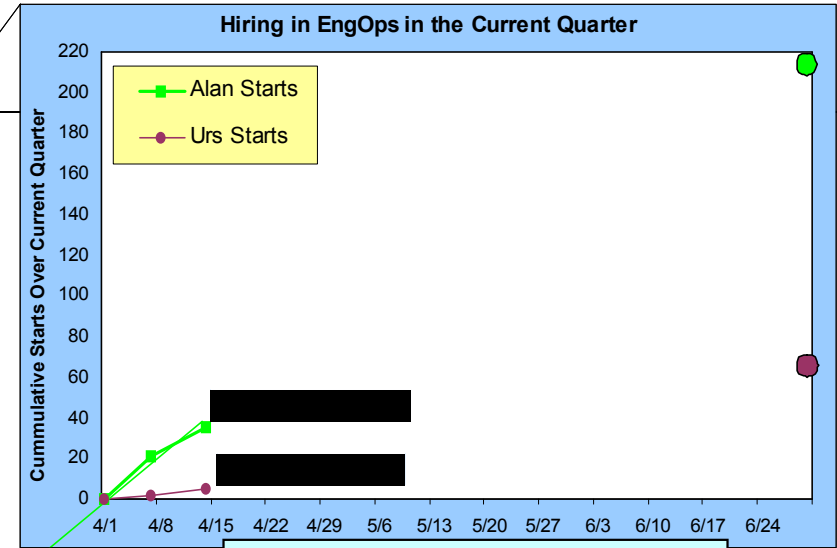
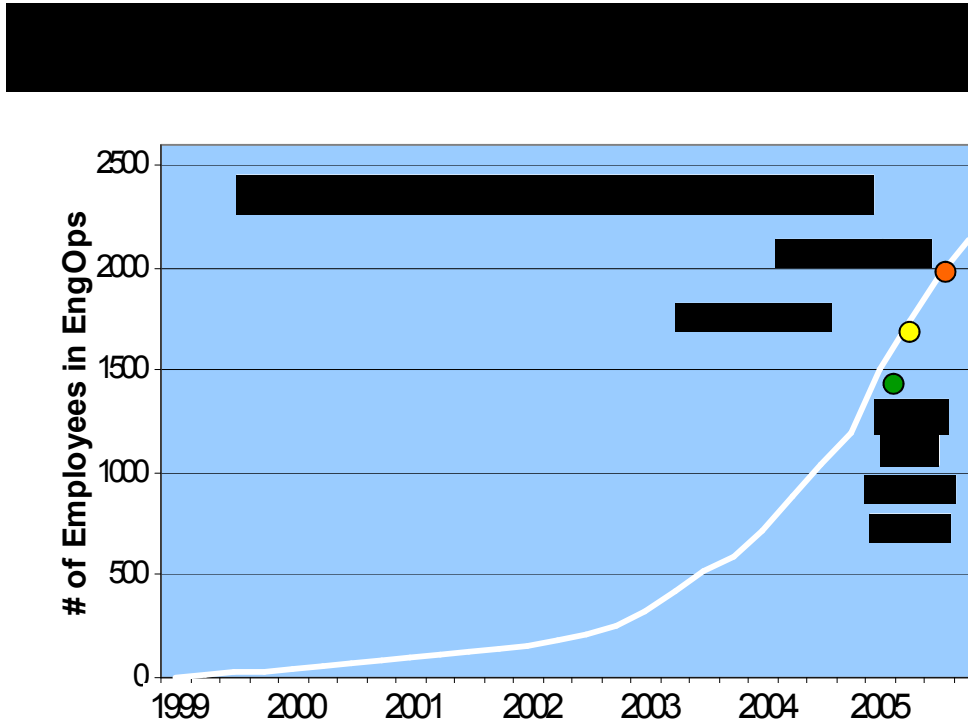
Arnnon Geshuri, Judy Gilbert
Contributors: Todd Carlisle



Agenda

- The Numbers
- “Interview-Free” Hiring Process Pilot
- Grants for Open Source Work
- Hiring Programs in Q2





04/19/05

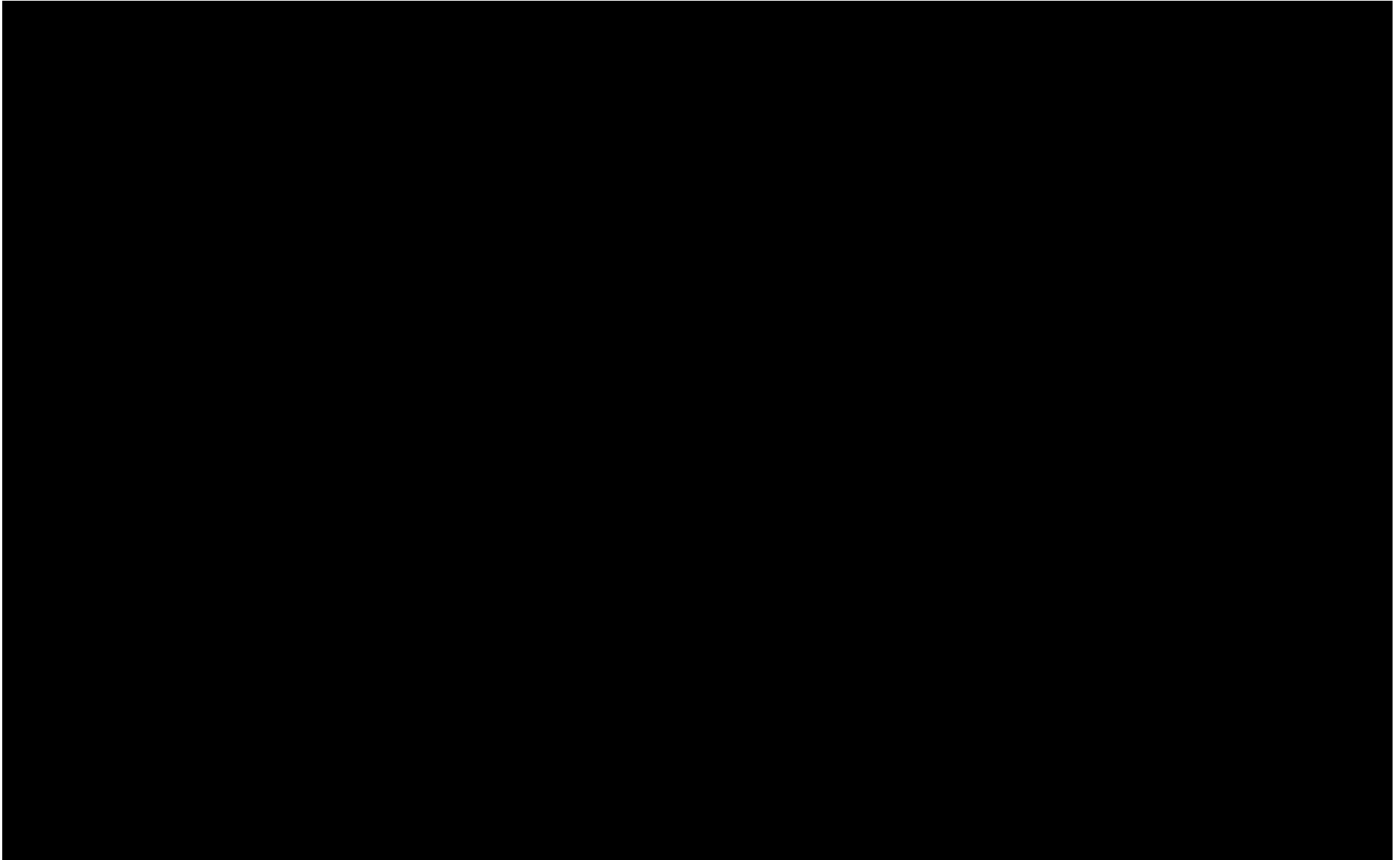
ATTORNEY-CLIENT PRIVILEGED AND CONFIDENTIAL

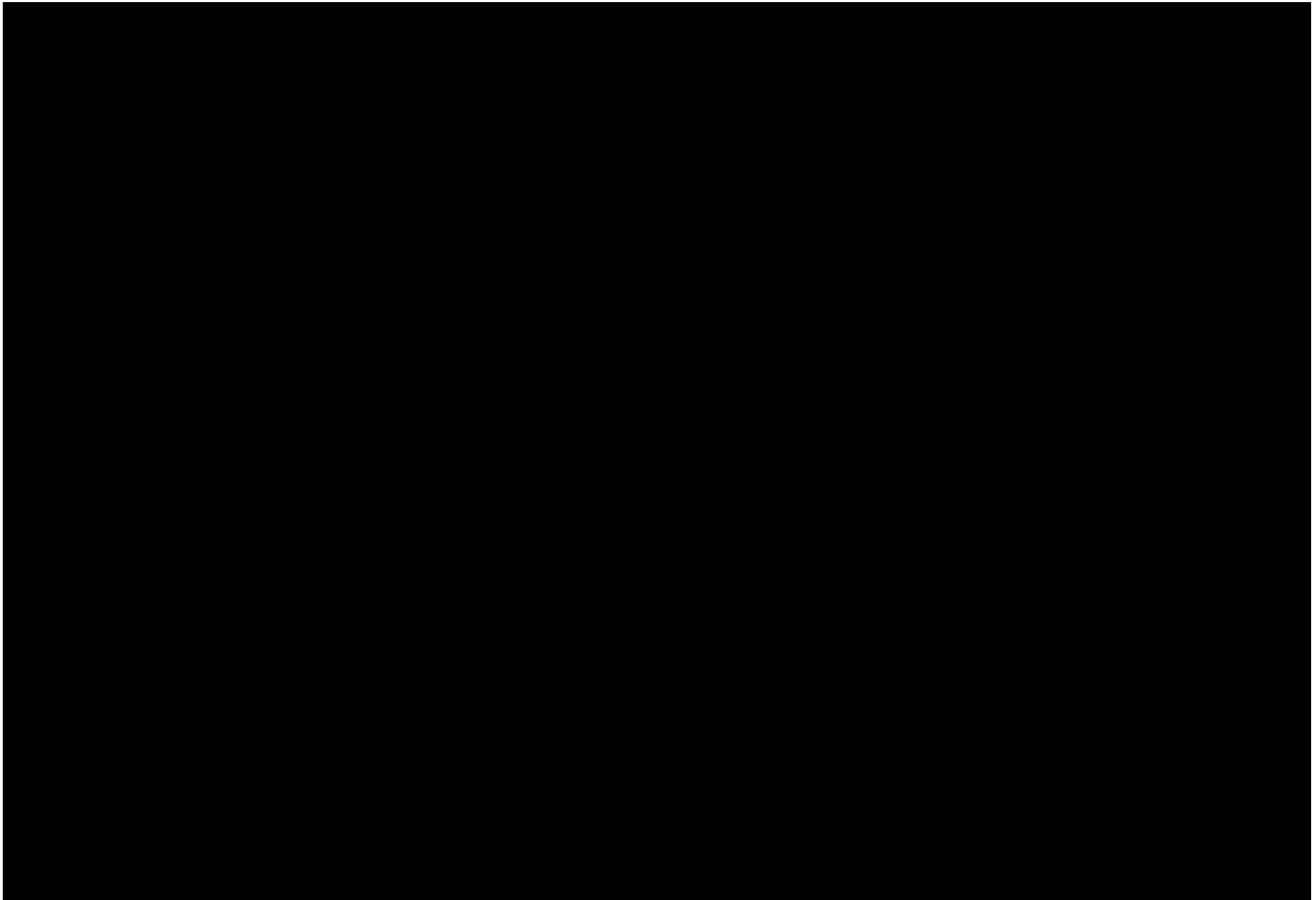




Predicting Future Hiring

Three models to understand how full the hiring glass (outlook) is



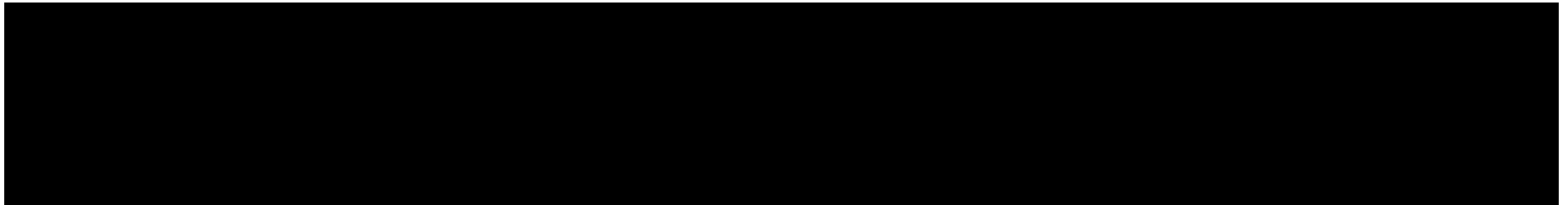


OKR Review

THEME 13:

Innovate using people & technology structured differently

OKR:



Primary Owner(s):

Arnnon Geshuri/Shona Brown

Status:



RED: We won't hit this OKR without significant EMG intervention



YELLOW: We could hit this OKR if we had [x resources]



GREEN: We're sitting pretty and we'll will hit this OKR

Plan of Action: [if RED/YELLOW, plan to get the resources you need to hit OKR; if GREEN, a couple of lines that discuss what else you need to do to hit the OKR]

OKR Review

THEME 13:

Innovate using people & technology structured differently

OKR:

Hire VP of Corporate Communications, head of European PR, and 5 additional PR people

Primary Owner(s):

Arnon Geshuri/Shona Brown/David Krane

Status:



RED: We won't hit this OKR without significant EMG intervention



YELLOW: We could hit this OKR if we had [x resources]



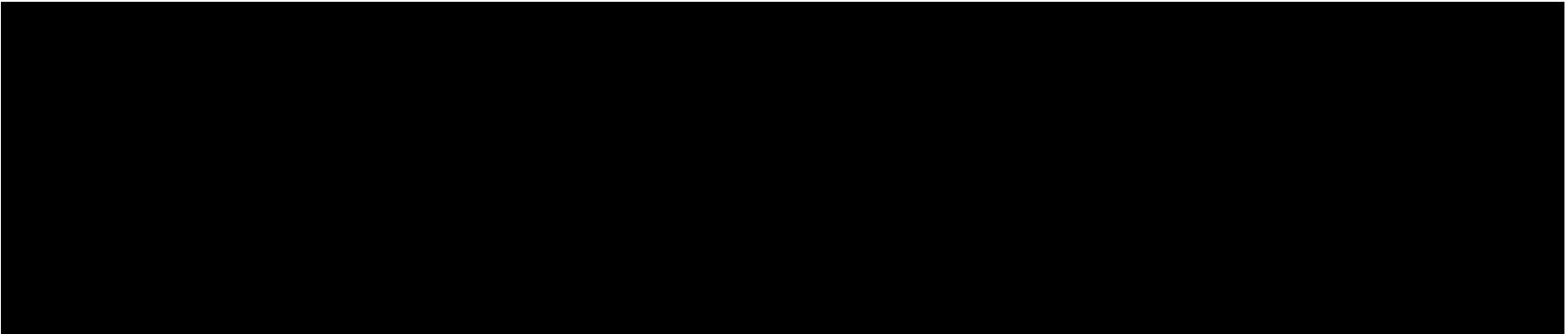
GREEN: We're sitting pretty and we'll will hit this OKR

Plan of Action: [if RED/YELLOW, plan to get the resources you need to hit OKR; if GREEN, a couple of lines that discuss what else you need to do to hit the OKR]

INTERVIEW-FREE HIRING

Pilot Programs To Increase Candidate Pool

- Interview Free Recruiting: The upcoming Eng Open House should provide a good pool of candidates for pilot program to hire Eng candidates without interviewing them



Streamlined Conversion Process

Onsite Contingent Workforce Management

- [REDACTED] you'll be able to approve temp timecards, access headcount and spend reports for your temporary workforce and, in the near future, initiate compliance evaluations for any of your consultant needs.
- [REDACTED] this critical business function, we will streamline the complex process of on-boarding, managing, and paying our contingent workers and more effectively managing the risks associated with having a contingent workforce.

